Make an impression
Build your investment banking career at Nomura
“For graduates today we have a winning combination: the skills you need to learn, the opportunity you need to grow and the chance to play a pivotal role in our future.”

Malcolm Horton
Managing Director
Global Head of Recruitment & Programs
EMEA Deputy Head of Human Resources
Nomura is an Asia-based financial services group with an integrated global network spanning over 30 countries. Nomura services the needs of individuals, institutions, corporates and governments through its three business divisions: Retail, Asset Management, and Wholesale (Global Markets and Investment Banking).

Since 1925, Nomura has built on a commitment to deliver unique value to clients by connecting markets East & West. We continue to service our clients in a differentiated way, providing creative and entrepreneurial solutions. Help us realize our strategy and ambition by joining us in one of our three wholesale businesses:

- Investment Banking
- Global Markets
- Corporate Infrastructure (Operations, Technology and Finance)

The training program stands out for me as it demonstrated the firm’s commitment to its new hires. The classroom training covered financial theory and was combined with practical product knowledge for us to use on the trading floor. We also received first hand insights from senior colleagues on both role-specific and career related topics.

By far my favorite part of the program however, was the opportunity to meet and network with fellow employees from all across the globe. The connections you make during your time in training will become a valuable resource for you to use now and for years down the line.”

Jake Davies
Global Markets, New York
University of Virginia, USA

What has impressed you most about Nomura?

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Jake Davies
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University of Virginia, USA
Our Investment Banking Division provides a variety of advisory and capital-raising solutions to corporations, financial institutions, governments and public-sector organizations around the world. Our global teams act as geographic, product and industry specialists. We deliver Asia to our clients by accessing deep pools of liquidity and dynamic growth markets. We collaborate globally across services – M&A, debt capital markets, equity capital markets, and solutions businesses – as well as across sectors such as the financial institutions group, natural resources and power, and financial sponsors.

Join us now and you will be part of this incredible growth, paving the way for the future of global investment banking.

Your role in Investment Banking could include:

**Corporate Finance Advisory**
Identify and analyze deal opportunities and manage client relationships across sector and coverage teams. The ideas generated can have a tremendous impact on a sector.

**Global Finance and Capital Raising**
Provide tailor-made client solutions in debt or equity financing. Global Finance is a combination of product experts working closely with Corporate Finance, M&A and Global Markets to originate and execute deals globally.

“*I feel that Nomura is a company that gives you deep exposure to a wide variety of financial products and companies across Asia. I’m constantly juggling different deals with different clients, deliverables and deadlines. What especially excites me is when I can see the impact of the work my team produces and how it benefits our clients’ growth strategies.*”

Charmaine Chong
Investment Banking, Singapore
Vassar College, USA
Nomura’s Global Markets Division handles client transactions for financial institutions, corporates, governments and investment funds around the world. We act as market makers, trading in fixed income and equity securities, including currencies, interest rates and credit in cash, derivatives and structured products. We have taken market-leading positions across the globe by leveraging the strength of our talent, client relationships and technology.

There are opportunities for you to work with our world-leading execution platforms in Sales, Structuring, Trading and Research functions within Fixed Income and Equities. You could join us in one of these roles in Global Markets:

Sales
Develop and maintain strong relationships with Nomura’s clients, which include banks, pension funds, hedge funds, insurance companies and corporate clients. Sales colleagues are responsible for delivering the capabilities of Nomura in the form of services and products that best suit the clients’ needs.

Structuring
Design and develop innovative products and strategies. Structurers work together with sales, trading and research to analyze the risk exposure of Nomura’s clients, and deliver tailored solutions that address their needs.

Trading
Control and manage Nomura’s exposure to the markets by buying and selling securities and providing liquidity (market making). Traders work together with sales, structuring and research in the development of trading strategies for our clients.

Research
Provide internal and external views and published research on sectors, companies and markets. Deliver insights, investment ideas and strategies for asset managers and internal clients that assume market risk.

“Nomura treats you as a professional the second you join the team and will give you a lot of responsibility from a very early stage. You will find yourself working for clients alongside global colleagues who are possibly the most agile and enthusiastic people in the world. I have always found it exciting working at Nomura as I not only get the opportunity to work on a global scale but because we are often the ‘underdog’. The latter makes the role challenging and interesting.”

Yuta Arndt Osada
Global Markets, Tokyo
Keio University, Japan
Our Corporate Infrastructure Division is what underpins the success of Nomura. It is internationally renowned and structured to deliver a world-class client service. We rely on our people in the Corporate Division to build and support the business, to deliver innovative financial solutions that set Nomura apart in the global marketplace. In our highly competitive and fast-paced industry, strong infrastructure teams are fundamental to our success and our ability to manage risk. Work with us in these areas and you’ll be operating at the forefront of your field as well as gaining a valuable insight into how Nomura operates on a global scale.

You could join us in one of these business groups:

Finance
Provide business advice and ensure fiscal control of the global franchise. The Finance team manages our funding and liquidity requirements and interacts with our creditors and rating agencies.

Operations
Responsible for the management and execution of transactions, maximizing profitability and minimizing risks. People in Operations work closely with sales, trading and technology teams and develop innovative and efficient approaches to our clients’ investment, liquidity and risk management needs.

Technology
Work with and design state-of-the-art information technology and risk management systems to support an ever-expanding demand. These are the systems that can often give us that crucial, split-second edge over our competitors.

Risk
Identify and analyze operational, credit and market risk, as well as shape risk appetite and risk decisions to give us the best possible standing in the global marketplace. Sound risk management is central to the successful execution of our business.

Other business areas within Corporate Infrastructure such as Legal & Compliance, Internal Audit and Human Resources may also have opportunities.

For more detailed information please visit us at: www.nomura.com/careers

Sapna Aeri
Technology, London
City University, UK

“I was impressed by Nomura as it appeared to be constantly growing and adapting. This meant I would be involved in new projects and new and evolving technology to cope with the greater global demand. This was (and still is) an exciting prospect!”

What has impressed you most?
Analyst and Associate internships

We aim to provide interns with the same level of exposure as full-time Analysts or Associates, participating in all situations as full members of the team. Interns are expected to form effective working relationships and demonstrate their commitment to Nomura’s goals and values. During the course of the internship, interns will benefit from working closely with a buddy and interacting with a senior mentor. We also ensure they interact with Nomura professionals at all levels through training, seminars and informal networking events.

Analyst entry level requirements: Bachelor or Master’s students

Associate entry level requirements: MBA students with at least three years’ relevant work experience and demonstration of a strong sense of commerciality

We are looking for impressive graduates who are ready to step up to responsibility and take control of their future. We will equip you with a global training program designed to provide you with the technical proficiency and professional skills to help you thrive and build a successful career in this fast-moving market environment.

Our global training program will provide you with an excellent introduction to the industry and our culture. You will learn hands-on skills such as valuation, pricing, accounting, modeling and deal structuring, all of which have an emphasis on practical application so that you can immediately contribute to our business.

Full-time programs

Whether your interests lie in Investment Banking, Global Markets or Corporate Infrastructure, our world-class graduate programs will give you all the challenges, opportunities and support you need to succeed.

Please refer to our website for further details about each program.

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Graduate and Post-graduate Programs

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Full-time programs

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If you are excited about joining Nomura and making an impact, then your next step is to go to our graduate careers website (www.nomura.com/careers) where you will be able to learn more about the company, our programs and your potential future with us. You will also find further details on the application deadlines and recruitment process.

What do we look for?
Throughout the recruitment process, we are looking for you to communicate examples of what you have done in academia, work or volunteering opportunities. You will need to:

1. Demonstrate strong communication skills, a positive attitude and self-confidence
2. Show hunger to succeed and work toward achieving goals
3. Show a highly analytical approach, quantitative ability and commercial intuition
4. Focus on delivering high quality work in an efficient way
5. Demonstrate that you can work effectively with individuals and teams, contributing actively and recognizing when you can learn from others

Online application form
This is your first opportunity to share your motivations for entering the industry and joining Nomura. There are a few basic questions to complete and you will need to upload a CV/resumé and cover letter. To qualify, you will need an excellent academic track record. We accept applications from all degree disciplines but you must be numerate, have an interest in finance as well as a strong desire to work in the investment banking industry.

Interview process
The structure and content of the interview will vary depending on your region and the division you have applied for. You should remember that first impressions are everything. Make sure your motivations for joining Nomura and your passion for the investment banking industry shine through. You should expect some technical and problem solving questions, which may take the form of a case study. If you are successful at this stage, we will invite you to the next stage of the assessment process.

The final round interviews will be more in-depth and challenging. The structure and content of the interview will be tailored to the division and region you apply to. At this stage, keep in mind that we are looking for people who will succeed in our business and want to be part of the team. Take this opportunity to show us your entrepreneurial spirit and your appetite for personal and professional development.

When should I apply?
We encourage you to apply sooner rather than later. We consider applications as they arrive, so don’t wait until the deadline to send yours. For deadline dates, please visit us at www.nomura.com/careers

Applications

Applying to Nomura

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Applications
We offer first year university and sixth form students an opportunity to find out more about Nomura and the finance industry through our Immersion, Explore and First Step programs

**Women’s Immersion Program**
During our two week insight program, you will have a unique opportunity to experience what it is really like to work on the desk in a fast-paced environment. You will learn new skills, build lasting relationships and find out more about what makes Nomura unique.

Program highlights:
- Two-week paid internship in one of our divisions: Investment Banking, Global Markets, Corporate Infrastructure.
- On-the-job training.
- Business presentation overviews.
- Networking events.
- Career advice and guidance.

**Explore Program**
This is a unique opportunity to find out more about the different career paths within investment banking and the skills necessary for success.

You will be exposed to those business areas and learn about how they operate on a global scale: Investment Banking, Global Markets and Corporate Infrastructure.

Program highlights:
- Business presentation overviews.
- Networking events.
- Panel discussions.
- Career advice and guidance.
- Mock interviews.

**First Step Programs**
The Nomura sixth form program is aimed at talented, ambitious individuals in year 12 or 13 of school or college. The program will provide a unique opportunity to begin investigating a career in investment banking prior to starting university, and is ideal for aspiring bankers or those who simply wish to find out more. It’s never too early to start developing key skills and thinking about the future.

What’s it for you?
Participating in the First Step program will give you a distinct vantage point from which to begin investigating career choices and building your CV.

You will have the opportunity to:
- Increase your exposure to a corporate environment and learn the basics of banking.
- Gain real life experience in a fast paced, high energy environment.
- Cultivate valuable career development skills.

**EMEA Internship Programs**

**Division** | **Program** | **Placement** | **Training** | **Duration**
--- | --- | --- | --- | ---
**Investment Banking** | Summer Analyst | Direct placement in a group | One week initially plus ongoing | 10 weeks
| Summer Associate | Direct placement in a group | Ongoing | 3-6 months
| Regional Analyst | Amsterdam, Dubai, Frankfurt, Madrid, Milan and Paris | Ongoing | 3-6 months
**Global Markets** | Spring Analyst | Direct placement in a group | Two days initially plus ongoing | 12 months
| Summer Analyst | Direct placement in a group | Ongoing | 3-6 months
| Regional Analyst | Frankfurt, Paris and Milan | Ongoing | 3-6 months
**Corporate Infrastructure** | Finance | Direct placement in a group | Two days initially plus ongoing | 12 months
| Technology | Direct placement in a group | Two days initially plus ongoing | 12 months
| Operations | Direct placement in a group | Two days initially plus ongoing | 12 months
| Compliance | Direct placement in a group | Two days initially plus ongoing | 12 months

**“Nomura focuses on building a diverse pipeline of talent to enrich the culture and performance of our business”**

“Fluency in the European language of the regional office is a pre-requirement.”
1 Angel Lane, London

At Nomura’s European head office, the building has been designed to bring employees’ personal development closer to their working environment. From health services and international culinary offerings to gym classes and auditorium cinema sessions, Nomura has pulled it all together in one unique place. All is on offer for the personal benefits of enriching a professional career.

Location
An architecturally distinguished 525,000 sq ft development in the largest area of open riverside space in the city of London.

Gym
The Nomura fitness centre located on the lower ground floor is an award winning club consisting of state-of-the-art cardio and weight gym equipment, spin studios and multifunctional studios providing a wide range of classes.

Terrace Restaurant
The staff restaurant, located on the 6th floor with open seating areas inside and outside on the terrace, offers breakfast, lunch and late meals. They offer a wide selection of international hot and cold foods, including a salad bar, sushi, BBQs and restaurant quality dishes of the day.

Integrated global access

Europe

Middle East

Asia-Pacific

Americas

London
Amsterdam
Frankfurt
Helsinki
Luxembourg
Madrid
Milan
Paris
Stockholm
Vienna
Warsaw
Zurich

Tokyo
Hong Kong
Bangkok
Beijing
Hanoi
Jakarta
Kuala Lumpur
Labuan
Manila
Melbourne
Mumbai
Nagoya
Osaka
Seoul
Singapore
Sydney
Taipei

New York
Boston
Chicago
Houston
Los Angeles
Miami
San Francisco
Toronto
Washington, D.C.

Cities in red represent headquarter / regional headquarters.

Nomura is committed to providing equal employment opportunities and a sound working environment where Nomura people can, and do, perform at their best. Nomura respects human rights and diversity, and values differences. Nomura is committed to ensuring that anyone who interacts with Nomura is treated with respect at all times and in all circumstances. No person shall be subject to discriminatory practices or harassment for reasons including, but not limited to, their national or ethnic origins, color, race, gender, age, religious belief, social status, sexual orientation or gender identity, or disability.